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**Journal Management of Sport**

**Volume 3 Number 1 (2024)**

**E-ISSN: 2963 – 8003**

**available online at <https://jurnal.stokbinaguna.ac.id/index.php/JSSB>**

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## **MANAGEMENT ANALYSIS AT PEMATANGSIANTAR SWIMMING CLUB**

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### **Information**

History:

Submitted; July 2024

Revised; August 2024

Accepted; September 2024

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Keywords:

Management;

Analysis;

Pematangsiantar;

Swimming Club.

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### **Abstract**

Swimming is one of the sports that has many fans in Indonesia. Indonesia. Pematangsiantar City also has the potential to develop swimming sports. This club has an important role in developing local swimming athletes and facilitating the community in channeling their interests. and facilitates the community in channeling their interests and talents in swimming. and talents in the sport of swimming. The purpose of this study is to provide a significant contribution in improving the performance and management of swimming sports at Pope Aquatic Swimming Club Pematangsiantar City. The method used is qualitative research with case study approach. The data analysis technique used is the Miles and Huberman model. Pematangsiantar Aquatic Club Pematangsiantar City has a good organizational structure, with administrators who also play a role in providing direction and coordination to coaches. also plays a role in providing direction and coordination to the coach and actively involved in coaching athletes. Club funds are managed with managed well even through one door, and training facilities are adequate and well maintained. adequate and well maintained. Competent, experienced coaches and able to help athletes to achieve. Although there is no special budget for non-training activities, management still pays attention to the welfare and rewards for athletes who excel. pay attention to the welfare and appreciation of athletes who excel.

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## **INTRODUCTION**

Management is crucial for every individual or group activity in an organization to achieve the desired goals (Saleh et al., 2019) (Setiawan & Wibowo, 2023). Management focuses on processes, which means that management requires human resources, knowledge and skills so that activities are more effective or produce actions that have an impact on achieving success (Siregar & Abady, 2023). Therefore, no organization can be successful without implementing good management (Abdurrahman & Lubis, 2024). Sports Management is a field of management that focuses on sports, recreation and physical activity to achieve maximum performance in accordance with set goals (Santos & Nawir, 2023). From the definition above, the researcher concludes that management in sports is very important because it provides direction and guidance that can unite groups of people to achieve predetermined goals, as well as showing a person's success in sports (Collins, 2009) (Wharam et al., 2020).

Therefore, various aspects of sport need to be controlled properly so that they can be used as a means to achieve goals (Daulay & Keliat, 2023). Swimming is a water sports activity carried out by moving and floating the body on the surface of the water using foot and hand movements (Azandi & Mawardinur, 2024). Swimming can be done for recreation, competition or physical training purposes (Al Rasik, 2022). Apart from that, swimming is a healthy sport because it involves almost all the muscles of the body. Swimming is also a low-risk sport, making it suitable for people who have injuries or certain health problems (Putra & Mandalawati, 2024).

Swimming is a sport that is good for maintaining and improving physical fitness. In order to acquire swimming achievements, talent scouting and carrying out regular, planned training and with a good and correct program are needed (Rasyono & Sukendro, 2023). Swimming is a sport that has many fans in Indonesia (Prasetyo et al., 2020; Saputro, 2024). Pematangsiantar City also has potential in developing this sport. In this context, Aquatic Club emerged as one of the active swimming clubs in Pematangsiantar City. This club was inaugurated and registered / officially recognized by PRSI (Indonesian Swimming Association) precisely in June in 2010. This club has an important role in developing local swimming athletes and in facilitating the community in channeling their interest and talent in swimming.

Based on the results of observations and mini interviews conducted by the author at the Swimming Club, the following achievement information was obtained:

**Table 1. Results of Observations**

No.	Name of The Championship	Years	Places	Medal Tally			Total
				Gold	Silver	Bronze	
1	Pekan Olahraga Kecil	2017	Aceh	1	1	1	3
2	Pekan Olahraga Besar	2018	Aceh	1	2	1	4
3	Pekan Olahraga Pelajar Daerah Sumut	2018	Sumatera Utara	3	2	0	5
4	North Sumatera Open	2022	Sumatera Utara	2	1	0	3
5	Gubsu Cup	2022	Sumatera Utara	0	2	1	3
6	Kejuaraan Daerah Sumut	2022	Sumatera Utara	2	1	0	3
7	Gubsu Cup	2023	Sumatera Utara	3	1	1	5
8	Piala Walikota Sibolga	2023	Sumatera Utara	3	7	1	11
9	Riau Sprint Junior Championship	2024	Riau	1	4	2	7
10	Road To PON Sumut-Aceh 2024	2024	Sumatera Utara	3	7	2	12

After seeing the achievements obtained by the Aquatic Club, the author felt interested in digging deeper regarding the research entitled "Survey of Management of Swimming Sports at the Aquatic Club of Pematangsiantar City in 2024" in order to improve the quality of swimming sport management at the Aquatic Club of Pematangsiantar City. By conducting a comprehensive survey of club management, it is expected that this research will make a significant contribution in improving the performance and management of swimming at the Aquatic Club, Pematangsiantar City.

## **METHODS**

This research was carried out at the Aquatic Club in Pematangsiantar City, in July 2024 with the aim of conducting a swimming sport management survey. The method used was qualitative research with a case study approach. A case study is a study that explores a problem in detail, collects data in depth, and combines various sources of information. Primary data was collected through interviews with administrators, coaches and athletes, while secondary data was obtained through documentation. The data collection techniques used were observation, interviews and documentation. The form of observation carried out was non-participant, whereas for the interviews the researcher used in-depth interviews and related documentation. To ensure the validity of the data, researchers used source triangulation and method triangulation. The data analysis technique used in this research was the Miles and Huberman model of data analysis. The data analysis procedure were: data collection, data reduction, data display, dan conclusion drawing/verification.

## **RESULTS & DISCUSSIONS**

### **Results**

#### **Organization**

From the results of the interviews and the observations, the Aquatic Club already has one clear organizational structure. This can be seen from the written organizational structure data. The organization at the Aquatic Club swimming club is going well. Based on the observations results it is revealed that the club management provided motivation and support several times, provide sufficient complete training facilities and infrastructure to support activities exercise. The management of the Aquatic Club comes from sports activists who are competent in swimming and has expertise in organizing. Most of the organizational visions have been achieved as proven by the series of achievements of the athletes being coached. The recruitment process for the Aquatic Club is open to the public, with the requirement of being proficient in the 4 basic styles of swimming. Aquatic Club members were interested to join because of friend's invitation, social media and past swimming event. Selection of athletes for preparations to take part in the championship are all left to the coach. Management only plays a role in making policies, providing input regarding competition strategies and providing facilities to athletes and coaches for training.

#### **Funding**

From the results of the interviews and researcher observations, the source of funds in Aquatic Club is from the training fees paid by the student's parents. The funds that come in are used to pay trainer and operational fees during training. For the competitions or events outside the region, athletes are required to pay individually to join. Fund management at Aquatic Club is quite clear and has been used effectively and efficiently, which can be seen from the facilities and infrastructure that are quite complete and the welfare of the trainers. The current financial situation at Aquatic Club in Pematangsiantar is sufficient and can fulfill operational activities at the Aquatic Club. However, the athletes aren't informed in detail about the finances at Aquatic Club because it is managed by the managers, and they only focus on training to gain performance.

### **Coaching**

From interviews and observations of researchers, the trainers at Aquatic Club have been training since 2019. There are 2 Aquatic Club trainers and they both have already owned training license. The trainers at Aquatic Club have carried out their duties well, it can be seen from the routine training programs that are carried out, the increasing number of athletes, and the fact that the coaches always coordinate with the administrators regarding athlete development. Coaches recruit athletes based on the athlete's own will and swimming ability in the advanced class and achievement class and most importantly the will and spirit to practice. They then are trained to be prepared to face competition. Training activities are carried out from Monday to Saturday while Sundays are used for recovery. The physical training program is carried out every Monday and Friday, Meanwhile, the technique, speed and strategy training program is held on Tuesdays and Wednesdays and Saturday. Based on the interviews with athletes, the time given for training is approximately 1.5 hours, the training program given by the coach to the athlete wasn't considered as hard because they are used to it, and they realize that it is an obligation that must be done by them. Coaches also always carry out evaluations after training which is useful for improving during training.

### **Facilities & Infrastructure**

From the results of interviews and observations of researchers, facilities and infrastructure at Whale Aquatic the Pematangsiantar City Club is quite complete, its current condition is still decent. Procurement of facilities and infrastructure is carried out in accordance with training needs managed by the club management. The facilities and infrastructure currently available are appropriate to the standards required for training. The training location is also up to PRSI standard. The appropriateness of the training location enhances the enthusiasm of the athletes for training, it can be seen from the achievements of athletes in the championships in the city or district, and provincial level. The Aquatic Club training location also has owned a permission. At the Aquatic Club, there are also supporting facilities and infrastructure for self-made exercises, such as barbells, pull up bar for weight training. Facility maintenance and the training infrastructure does not have a picket schedule, but everything is carried out in collaboration between coaches with athletes and management from the pool owner Detis Sari Indah. In terms of personal tool for athletes, they still buy their own according to the needs of each athlete Organisasi di Aquatic Club.

### **Discussions**

Sports management is a combination of skills related to planning, organizing, leadership, controlling, directing and evaluating in the context of an organization that has main products related to sports. Basic principles in management include division of tasks, authority and responsibility, discipline, unity of command and direction, alignment of individual interests with common interests, remuneration, centralization, chain of command, guidance, justice, stability of tenure of human resources, initiative, and a spirit of togetherness. Organizing is a process for designing a formal structure, grouping and organizing and dividing tasks or work among organizational members, so that organizational goals can be achieved efficiently. The organizational management at Aquatic Club Pematangsiantar City is good, this is indicated by its structured organizational structure and high level of discipline during the training process. Directions are also always carried out by the club management to coaches and athletes with the aim of aligning individual interests with the collective interests of the Aquatic Club.

The management has also achieved the organization's vision, namely to bring its athletes to achieve success at the City/Regency level, even at the North Sumatra Province level. However, athletes are lacking know the management conditions and organizational structure chart at the Aquatic Club, because the management and coaches rarely carry out outreach regarding the organization at the Aquatic Club so that only a few athletes know about the management at the Aquatic Club, they only focus on training. Coaching sports achievements is the process of

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developing and guiding the talents of sportsmen in a systematic and planned manner supported by human resources and good knowledge to achieve the goal, namely sports achievements.

In organizing the Pematangsiantar City Government through KONI, it must also play a role in developing achievements, bearing in mind that good performance development can be a benchmark for an athlete's success in becoming a champion. Based on Kepres RI No. 72 of 2001 article 2, KONI is tasked with assisting the government in establishing national policies in the field of coaching and developing sports achievements, both amateur and professional. Government support such as emotional support, appreciation support, infrastructure support and supplement support greatly influences an athlete's performance in the world of sports (Sugito et al., 2020).

The funds obtained by the Aquatic Club come from the students' guardians to pay training fees. Incoming funds are managed well, starting from payment of trainer honorariums and procurement of facilities and infrastructure. The management of an organization can manage funds well through one door, this is done by the management of the Aquatic Club through the club chairman, outstanding athletes and coaches who are quite prosperous, as well as complete facilities and infrastructure at Whale Aquatic. the result of good organization. Procurement of facilities and infrastructure to support training activities. If equipment is damaged, it is usually repaired or replaced with a new one. Additional tools for athletes they provide personally according to their needs and body size (Susilawati, 2020).

Coaching aims to develop athletes' skills, abilities and character. The process of coaching and developing sporting achievements certainly requires athletes who have high potential. To get potential athletes, it is necessary to develop and develop achievements at the productive age, namely school age. Coaches at Aquatic Club have an important role in accompanying athletes during training and competitions. They have a coaching certificate and arrange training programs according to the athlete's class. Coaches train athletes physically, technically, mentally and strategically, and carry out regular evaluations. Mental skills training and psychological skills factors have a significant influence on athlete performance. The coaches at this club have met the criteria for coaches as proven by a regional level license in coaching swimming. This has a good impact on the process of carrying out all their duties optimally, because they have implemented a program that has been created by differentiating training portions according to individual abilities between novice athletes and athletes who will be prepared to take part in competitions. The high and low performance of athletes depends on the level of knowledge of a coach (Robbi & Soenyoto, 2021).

The facilities and infrastructure at the Aquatic Club are quite complete and in accordance with the standard training program. The current condition of the facilities and infrastructure is quite good and still suitable for use. If any equipment is damaged, repair it or replace it with a new one. The Detis Sari Indah swimming pool, which is the Aquatic Club's training ground, also meets the standards of swimming pools in accordance with PRSI regulations (Kusumawati & Wahyudi, 2024).

## **CONCLUSION**

Based on the results of the research and discussion obtained, it can be concluded that the Aquatic Club of Pematangsiantar City has a good organizational structure, with administrators who also play a role in providing direction and coordination to coaches and are actively involved in coaching athletes. Club funds are managed well even through one door, and training facilities are adequate and well maintained. Coaches are competent, experienced and able to bring athletes to achieve achievements at the city/district level and also at the provincial level. Even though there is no special budget for non-training activities, the management still pays attention to the welfare and rewards of outstanding athletes.

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